



St Bede's

Roman Catholic High School

# **SAFEGUARDING CHILDREN & CHILD PROTECTION POLICY 2022/23**

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## 1. Scope, Purpose and Aims

- 1.1 The purpose of this policy is to ensure every child who is a pupil at our school is safe and protected from harm.
- 1.2 Safeguarding and promoting the welfare of children is everybody's responsibility.
- 1.3 This policy therefore applies to all school staff including supply and agency staff, and volunteers and gives clear direction on how to safeguard children effectively.
- 1.4 This policy aims to give clear direction to all staff, governors and parents about our moral and statutory responsibilities to safeguard and protect children.
- 1.5 Our school is committed to ensuring that those children who are at risk of, or experiencing significant harm or abuse, are supported and that swift and effective action is taken to ensure they are protected.
- 1.6 Our school fully recognises the contribution it can make to safeguarding and protecting children from harm through prevention, support and protection.
- 1.7 This, and associated policies, will be reviewed annually (as a minimum) and updated if needed, so that they are kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt.
- 1.8 This policy will be available publicly via the school website and paper copies can be provided upon request.

## 2. Definitions

- 2.1 **Safeguarding** is defined as, protecting children from maltreatment, preventing the impairment of children's mental and physical health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and, taking action to enable all children to have the best outcomes.
- 2.2 **Child Protection** is part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.
- 2.3 **Abuse** is defined as a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others.
- 2.4 **Child/ren** refers to anyone who has not yet reached their 18<sup>th</sup> birthday.
- 2.5 **Staff** refers to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity, including supply and agency staff.
- 2.6 **Parent/Carer** refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents or legal guardian.
- 2.7 **Governors** refers to individual governors, governing bodies and boards and in the case of academies, this refers to proprietors.
- 2.8 **Children Missing Education (CME)** are children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school i.e. privately or electively home education (EHE).
- 2.9 **For the purposes of this document we define Children Missing Education as:** All children of compulsory school age who are:
- 2.9..1 Not on a school roll or receiving a suitable education otherwise than at a school
  - 2.9..2 On the roll of a school but where they have been absent for 10 consecutive days following an agreed leave of absence and no contact has been received from parents.

### 3. Ethos and culture of safeguarding

- 3.1 Everyone at our school will endeavour to create and maintain an ethos where pupils feel valued, respected and secure.
- 3.2 Children are encouraged to communicate freely with any member of staff about any concerns or worries they may have. They will be listened to and supported in a way that is appropriate to their level of need.
- 3.3 We recognise that staff at our school play a particularly important role in safeguarding children as they are in a position to identify concerns early and therefore prevent concerns from escalating.
- 3.4 Staff will therefore maintain an attitude of 'it could happen here' where safeguarding and abuse is concerned and demonstrate professional curiosity.
- 3.5 School will have a clear set of values and standards, upheld and demonstrated throughout all aspects of school life.
- 3.6 All stakeholders will contribute to a whole school approach to safeguarding that creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment.
- 3.7 Governing bodies and proprietors will create a culture that safeguards and promotes the welfare of children in their school.
- 3.8 Leaders will create the right culture and environment so that staff feel comfortable to discuss matters which may have implications for the safeguarding of children, both within, and where it is appropriate, outside of the workplace,
- 3.9 Governors and leaders will create and embed a culture of openness, trust and transparency in which the school's or college's values and expected behaviour set out in the staff code of conduct are lived, monitored and reinforced constantly by all staff.
- 3.10 There will be a culture that makes clear that there is a zero-tolerance approach to sexual violence and sexual harassment and that it is never acceptable, and it will not be tolerated.

## 4. Curriculum

- 4.1 Children will be taught about how to keep themselves and others safe, including online.
- 4.2 Our curriculum will be tailored to the specific needs and vulnerabilities of individual children, including children who are victims of abuse, and children with special educational needs or disabilities.
- 4.3 All pupils will receive Relationship and Sex Education which includes explicit, age appropriate teaching about healthy and respectful relationships, boundaries, consent and self-esteem and body image.
- 4.4 All pupils will receive Health Education which teaches them how to keep physically and mentally healthy.
- 4.5 This education will be fully inclusive and developed to be age and stage of development appropriate (especially when considering the needs of children with SEND and other vulnerabilities.)
- 4.6 When planning the curriculum, online safety should be considered as part of a whole school approach to keeping children safe online.
- 4.7 LGBT inclusion is part of the statutory Relationships Education, Relationship and Sex Education and Health Education curriculum and should therefore be included.
- 4.8 We actively promote the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs throughout our curriculum.

## 5. Safeguarding Induction and Training

- 5.1 All staff will undergo safeguarding training (including, CSE, CCE, contextual safeguarding and online safety) at induction
- 5.2 Induction will include:
  - An explanation of systems within their school or college which support safeguarding
  - The school safeguarding and child protection policy
  - The school behaviour policy
  - Staff handbook and code of conduct
  - Role of the designated safeguarding lead (including the identity of the designated safeguarding lead and any deputies).

- 5.3 Prevent training will be included in staff SDS Prevent training is available via BWD melearning and sessions are available to book via The Prevent Team.
- 5.4 Staff will be provided with copies of the above policies along with a copy of Part One of Keeping Children Safe in Education.
- 5.5 All staff will receive regular and relevant safeguarding and child protection training which is updated regularly.
- 5.6 All staff will receive safeguarding and child protection (including online safety) updates, as required, and at least annually, to continue to provide them with relevant skills and knowledge to safeguard children effectively.
- 5.7 All staff will receive Prevent awareness training in accordance with Home Office advice or as informed by the school's Prevent risk assessment and PREVENT policy.
- 5.8 It is recommended that staff complete the face to face Prevent training as delivered by the Prevent Team as it provides more bespoke education guidance.
- 5.9 This will be updated at least biennially

<https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/prevent-duty-departmental-advice-v6.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf)  
<https://www.blackburn.gov.uk/crime-prevention-and-community-safety/counter-terrorism/safeguarding-against-radicalisation-channel>

- 5.10 All governors and trustees will receive appropriate safeguarding and child protection (including online) training at induction.
- 5.11 This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in schools and colleges are effective and support the delivery of a robust whole school approach to safeguarding. This training will be regularly updated.
- 5.12 In addition, governors should also attend bespoke governor Prevent training which is provided by BwD governor services.
- 5.13 All those involved with the recruitment and employment of staff to work with children will receive appropriate safer recruitment training, the substance of which should at a minimum cover the content of Part three of Keeping Children Safe in Education.
- 5.14 The designated safeguarding lead (and any deputies) will undergo training to provide them with the knowledge and skills required to carry out the role. This training will be updated at least every two years.
- 5.15 In addition to this formal training the designated safeguarding leads' (and any deputies') knowledge and skills should be refreshed at regular intervals, as required, and at least annually, to allow them to understand and keep up with any developments relevant to their role.
- 5.16 The designated safeguarding lead (and any deputies) will undertake Prevent awareness training.
- 5.17 DSLs will receive training that enables them to have a good understanding of Harmful Sexual Behaviour.

## 6. Staff Responsibilities

- 6.1 All staff working with children are advised to maintain an attitude of 'it could happen here'
- 6.2 All staff will read at Part one and Part 5 of Keeping Children Safe in Education 2022 and demonstrate their understanding in their practice
- 6.3 All staff will contribute to a safe environment in which children can learn
- 6.4 All staff are able to identify children who may benefit from early help, be aware of their local early help process and understand their role in it
- 6.5 All staff are expected to complete safeguarding induction
- 6.6 All staff are expected to regularly attend or access safeguarding training relevant to their role
- 6.7 All staff should be aware of the process for making referrals to local authority children's social care
- 6.8 All staff should be aware of the process for statutory assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might be expected to play in such assessments
- 6.9 All staff should know what to do if a child tells them they are being abused, exploited, or neglected. Staff should know how to manage the requirement to maintain an appropriate level of confidentiality
- 6.10 All staff should be able to reassure victims that they are being taken seriously and that they will be supported and kept safe
- 6.11 All staff should be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful.
- 6.12 All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues
- 6.13 All staff should be aware that children can abuse other children (often referred to as child-on-child abuse), and should challenge inappropriate behaviours between children that are abusive in nature
- 6.14 All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- 6.15 All staff should be aware of the indicators, which may signal children are at risk from, or are involved with, serious violent crime.
- 6.16 All staff should have the skills, knowledge and understanding to keep looked after children and previously looked after children safe
- 6.17 All staff and volunteers should raise concerns about poor or unsafe practice and potential failures in the school's safeguarding regime

## 7. Governor Responsibilities

- 7.1 Governing bodies and proprietors must have regard to Keeping Children Safe In Education, ensuring policies, procedures and training in their schools or colleges are effective and comply with the law at all times.
- 7.2 Governing bodies and proprietors should have a senior board level (or equivalent) lead to take leadership responsibility for their school's or college's safeguarding arrangements
- 7.3 Governing bodies and proprietors should ensure that all governors and trustees receive appropriate safeguarding and child protection (including online) training at induction.
- 7.4 Governing bodies and proprietors should ensure that those staff who work directly with children read at least Part one of this guidance.
- 7.5 Governing bodies and proprietors should be aware of their obligations under the Human Rights Act 1998, the Equality Act 2010, (including the Public Sector Equality Duty), and their local multi-agency safeguarding arrangements
- 7.6 Governing bodies and proprietors should carefully consider how they are supporting their pupils and students with regard to particular protected characteristics - including disability, sex, sexual orientation, gender reassignment and race.
- 7.7 Governing bodies and proprietors should ensure they facilitate a whole school or college approach to safeguarding.
- 7.8 Governing bodies and proprietors should ensure an appropriate senior member of staff, from the school or college leadership team, is appointed to the role of designated safeguarding lead.
- 7.9 Governing bodies and proprietors should ensure the designated safeguarding lead has the appropriate status and authority within the school or college to carry out the duties of the post.
- 7.10 Governing bodies and proprietors should ensure that the school or college contributes to multi-agency working in line with statutory guidance Working Together to Safeguard Children.
- 7.11 Governing bodies and proprietors recognise the importance of information sharing between practitioners and local agencies.
- 7.12 Governing bodies and proprietors should ensure that all staff undergo safeguarding and child protection training (including online safety) at induction.
- 7.13 Governing bodies and proprietors should ensure that children are taught about how to keep themselves and others safe, including online.
- 7.14 Governing bodies and proprietors must ensure that appropriate filters and monitoring systems are in place and regularly review the effectiveness of these.
- 7.15 Governing bodies and proprietors should ensure online safety is a running and interrelated theme whilst devising and implementing their whole school or college approach to safeguarding.

- 7.16 Where governing bodies and proprietors hire or rent out school or college facilities/premises to organisations or individuals they should ensure that appropriate arrangements are in place to keep children safe.
- 7.17 Governing bodies and proprietors should ensure they have clear systems and processes in place for identifying possible mental health problems.
- 7.18 Governing bodies of maintained schools and proprietors of academies must appoint a designated teacher for looked after children.
- 7.19 Governing bodies and proprietors should ensure that those involved with the recruitment and employment of staff to work with children have received appropriate safer recruitment training.

## 8. DSL Responsibilities

- 8.1 The designated safeguarding lead takes lead responsibility for safeguarding and child protection (including online safety). This is explicit in the DSL's job description.
- 8.2 The designated safeguarding lead will keep detailed, accurate, secure written records of concerns and referrals and understand the purpose of this record-keeping.
- 8.3 When a child leaves the school, the designated safeguarding lead will transfer the child protection file to the new school or college.
- 8.4 The designated safeguarding lead liaises with the designated teacher, SENCO, Mental Health Lead/First Aiders and other staff to ensure those children who are potentially at greater risk are safeguarded effectively.
- 8.5 The designated safeguarding lead will raise awareness of safeguarding throughout school by:
  - 8.5..1 Ensuring all staff read and understand this policy and at least Part one of Keeping Children Safe in Education
  - 8.5..2 Updating this policy annually
  - 8.5..3 Ensure this policy is available publicly on the schools website
  - 8.5..4 Ensuring that parents know about school's duty to refer suspected cases of abuse
  - 8.5..5 Linking with CSAP and the local authority to make sure staff are aware of any training opportunities
- 8.6 The designated safeguarding lead will provide support to staff to carry out their safeguarding duties.
- 8.7 The designated safeguarding lead will liaise closely with other services such as local authority children's social care.
- 8.8 The designated safeguarding lead (and any deputies) will access and engage with training to provide them with the knowledge and skills required to carry out the role. This training will be updated at least every two years.

- 8.9 The designated safeguarding lead (and any deputies) will undertake Prevent awareness training. This training will be updated in accordance with schools Prevent risk assessment and CSAP advice.
- 8.10 The designated safeguarding lead (and any deputies) are aware of local procedures for making a Prevent referral.
- 8.11 The designated safeguarding lead (and deputies) will consider whether children are at risk of abuse or exploitation in situations outside their families.
- 8.12 The designated safeguarding lead or a deputy will always be available, during school hours, to discuss safeguarding concerns.
- 8.13 The designated safeguarding lead (and deputies) will lead on liaising with other agencies and setting up an Early Help assessment/CAF as appropriate.
- 8.14 The designated safeguarding lead (and deputies) will take a leading role on cases of child-on-child abuse and liaise with other agencies such as the police and children's social care in determining how to manage such cases.
- 8.15 The designated safeguarding lead will be aware of the local response to sexual violence and sexual harassment between children.

## 9. Procedures & Referrals

9.1 In addition to general duties and responsibilities to safeguard and protect children, there are certain circumstances where a specific procedure is required.

### 9.2 Child Protection

Under section 47(1) of the Children Act 1989, Local authorities, with the help of other organisations as appropriate, have a duty to make enquiries under section 47 of the Children Act 1989 if they have reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.

9.3 If, at any point there is a risk of immediate serious harm to a child a referral should be made to the police or CADS immediately. Anybody can make a referral.

### 9.4 Referral to children's social care

**Telephone Blackburn with Darwen Borough Council's Children's Advice and Duty Service (CADS) 01254 666400**

[3.1 Making a Referral to Children's Social Care \(proceduresonline.com\)](http://proceduresonline.com)

9.5 A professional making a child protection referral under s.47 must provide information that highlights what the child's unmet needs (underlying risk factors) are as well as high risk indicators that potentially identify the child may be suffering or likely to suffer significant harm.

9.6 If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration.

### 9.7 Notifying parents

The school will normally seek to discuss any concerns about a pupil with their parents if it is safe to do so. The DSL will make contact with the parent/*carer* in the event of a concern, suspicion or disclosure.

9.8 However, if the DSL believes that informing parents would increase the risk of harm to the child or put anyone else at risk, or cause an unjustifiable delay in making the referral, advice will first be sought from children's social care (particularly if the disclosure is sexual abuse, forced marriage, under Prevent Duty, Female Genital Mutilation or Fabricated and Induced Illness (FII)).

### 9.9 Allegations

All concerns or allegations against those working in or on behalf of schools and colleges in a paid or unpaid capacity, this includes, members of staff, supply teachers, volunteers and contractors should be reported to the headteacher, or, where the headteacher is the subject of an allegation, the chair of governors or chair of the management committee and in an independent school it will be the proprietor.

9.10 Before contacting the LADO, schools and colleges should conduct basic enquiries in line with local procedures to establish the facts and to help them determine whether there is any foundation to the allegation, being careful not to jeopardise any future police investigation. [http://panlancashirescb.proceduresonline.com/chapters/p\\_allegations.html](http://panlancashirescb.proceduresonline.com/chapters/p_allegations.html)

### 9.11 Referral to the Local Authority Designated Officer

The Headteacher and/or Chair of Governors must discuss allegations with the Local Authority Designated Officer (LADO).

**9.12 Low-Level Concerns**

Concerns about conduct which do not meet the harm threshold must still be referred to the school DSL/headteacher in a timely manner.

**9.13 Referral to the DBS (Disclosure and Barring Service)** must be made if a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned. This is a legal duty and failure to refer when the criteria are met is a criminal offence.

**9.14 FGM Mandatory Reporting Duty**

**9.15** There is a statutory duty upon teachers that they must report to the police cases where they discover that an act of FGM appears to have been carried out. It will be rare for teachers to see visual evidence of FGM, and they should not be examining pupils or students, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies.

[Female Genital Mutilation \(proceduresonline.com\)](https://proceduresonline.com)

**9.16 Referral to Prevent and Channel Panel**

The designated safeguarding lead (or deputy) will consider a referral to Prevent when there are concerns about a child being radicalised.

[radicalisation \(proceduresonline.com\)](https://proceduresonline.com).

## 10.Record Keeping

- 10.1 An important part of safeguarding is ensuring that detailed, accurate and secure written records of concerns and referrals are kept.
- 10.2 The record keeping system used in our school is CPOMS.
- 10.3 Staff will receive relevant information and training at induction and when required that enables them to use the school's record keeping system effectively.
- 10.4 All safeguarding and child protection concerns, discussions and decisions made and the reasons for those decisions, will be recorded on CPOMS.
- 10.5 Records should include:
  - 10.5..1 a clear and comprehensive summary of the concern
  - 10.5..2 details of how the concern was followed up and resolved, and
  - 10.5..3 a note of any action taken, decisions reached and the outcome
- 10.6 Child protection records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them.
- 10.7 If any member of staff receives a request from a pupil or parent to see child protection records, they will refer the request to the Head Teacher or DSL.
- 10.8 Child protection information will be stored and handled in line with guidance from the [Information Commissioner's Office](#) and UK GDPR requirements.
- 10.9 If in doubt about recording requirements, staff will discuss this with the designated safeguarding lead (or a deputy).
- 10.10 Where children leave the school or college, the designated safeguarding lead will ensure their child protection file is transferred to the new school or college within 5 days for an in-

year transfer or within the first 5 days of the start of a new term to allow the new school or college to have support in place for when the child arrives.

10.11 Confirmation of receipt of the child protection file should be obtained and retained by the school the child has left.

## 11. Information Sharing

11.1 Early information sharing is vital for the effective identification, assessment, and allocation of appropriate service provision, whether this is when problems first emerge, or where a child is already a child in need, a child with a protection plan or a looked after child.

11.2 Staff will not assume a colleague, or another professional will take action and share information that might be critical in keeping children safe.

11.3 Staff will only discuss concerns with the Designated Safeguarding Lead, Headteacher or Chair of Governors (depending on who is the subject of the concern). That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis.

11.4 Where children leave school, the designated safeguarding lead will consider if it would be appropriate to share any information with the new school or college in advance of a child leaving.

11.5 [Information sharing advice for safeguarding practitioners - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/information-sharing-advice-for-safeguarding-practitioners) supports staff who have to make decisions about sharing information.

11.6 DPA and UK GDPR **do not** prevent the sharing of information for the purposes of keeping children safe and promoting their welfare.

11.7 Fears about sharing information **must not** be allowed to stand in the way of the need to safeguard and promote the welfare of children.

## 12.Children potentially at greater risk of harm

- 12.1 Whilst ALL children require safeguarding and protecting, some groups of children, are potentially at greater risk of harm than others.
- 12.2 **Children who need a social worker (Child in Need and Child Protection Plans)**
- 12.2..1 Where children need a social worker, this should inform decisions about safeguarding and about promoting welfare.
- 12.3 **Children missing from education**
- 12.3..1 It is recognised that when children go missing from education, particularly persistently, this can act as a vital warning sign to a range of safeguarding issues including neglect, child sexual and child criminal exploitation- particularly county lines.
- 12.3..2 When a child goes missing from education, local CME procedures will be followed to safeguard the child and help prevent the risk of them going missing in the future.
- 12.3..3 Further information, guidance and the local procedure for referring CME is attached.
- 12.4 **Elective Home Education (EHE)**
- 12.4..1 Home education can mean some children are less visible to the services that are there to keep them safe.
- 12.4..2 Leaders, including the DSLs and any deputies will familiarise themselves with DfE guidance [Elective home education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/elective-home-education)
- 12.4..3 Where a parent/carer has expressed their intention to remove a child from school with a view to educating at home, the DSL will be informed and will endeavour

to co-ordinate a meeting with the LA and other key professionals and parents/carers where possible.

12.4.4 This is particularly important when the child has special educational needs or a disability, and/or has a social worker, and/or is otherwise vulnerable.

#### 12.5 **Children requiring mental health support**

12.5.1 Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

12.5.2 Staff will recognise and respond to indicators that a child may require mental health support and alert the DSL as with any other safeguarding concern.

12.5.3 DSLs will be aware of and source appropriate mental health support using referral systems and escalation where necessary.

#### 12.6 **Looked after children and previously looked after children**

12.6.1 We ensure that staff have the skills knowledge and understanding to keep looked after and previously looked after children safe.

12.6.2 We promote the educational achievement of registered pupils who are looked after, by working with the local authority and appointing a designated teacher for these children.

#### 12.7 **Children who are lesbian, gay, bi, or trans (LGBTQ+)**

12.7.1 We endeavour to reduce the additional barriers faced by children who are LGBTQ+ and provide a safe space for them to speak and share their concerns with a member of staff.

#### 12.8 **Children with special educational needs and disabilities (SEND)**

12.8.1 We recognise that children with special educational needs or disabilities (SEND) or certain medical or physical health conditions can face additional safeguarding challenges both online and offline. Such barriers include:

12.8.1.1 assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration

12.8.1.2 being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children

12.8.1.3 being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs, and

12.8.1.4 communication barriers and difficulties in managing or reporting these challenges.

12.8.1.5 cognitive understanding – being unable to understand the difference between fact and fiction in online content and then repeating the

content/behaviours in schools or colleges or the consequences of doing so.

12.8..2 We therefore consider extra pastoral support and attention for these children, along with ensuring any appropriate support for communication is in place.

12.8..3 DSLs liaise with relevant staff, in particular the SENCO when there is a safeguarding concern for a child with SEND.

## 13. Child-on-child abuse

13.1 All child-on-child abuse is unacceptable and will be taken seriously by all staff.

13.2 Child-on-child abuse is most likely to include, but is not be limited to:

13.2..1 Bullying, including online, prejudice-based and discriminatory bullying

13.2..2 Abuse in intimate personal relationships (teenage relationship abuse)

13.2..3 Physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm

13.2..4 Initiation/hazing type violence and rituals

13.2..5 Sexual violence, such as rape, assault by penetration and sexual assault

13.2..6 Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment

13.2..7 Causing someone to engage in any sexual activity without consent

13.2..8 Consensual and non-consensual sharing of nude and semi-nude images

13.2..9 Upskirting, which typically involves taking a picture under a person's clothing without their permission

13.3 At St Bede's School we minimise the risk of child-on-child abuse by:

13.3..1 Developing and maintaining respectful and trusting relationships with all children

13.3..2 Developing and delivering a curriculum that educates children about safe and healthy relationships and behaviour

13.3..3 Having clear and consistent policies and procedures in place which set out the consequences of harmful and abusive behaviour

13.3..4 Creating a culture with a zero-tolerance approach to abuse

13.3..5 Never accepting harmful behaviour as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys' and never reinforcing harmful gender stereotypes

13.3..6 Challenge inappropriate behaviours between children in accordance with our behaviour and anti-bullying policies

13.4 Children can confidentially report any form of abuse, including abuse from peers by speaking with any adult in school, school prefects or KOOH Champions.

13.5 Particular consideration will be given to how children with SEND are able to report concerns.

- 13.6 We recognise that even if there are no reported cases of child-on-child abuse, such abuse may still be taking place and all staff will maintain an attitude of 'it could happen here' with regards to child-on-child abuse.
- 13.7 All victims of child-on-child abuse will be reassured that they are being taken seriously
- 13.8 All adults in school take concerns and allegations of child-on-child abuse seriously and will refer the concern to the DSL (or deputy) as soon as practically possible.
- 13.9 All staff will record of the concern or allegation of child-on-child abuse using CPOMS.
- 13.10 DSLs and any other appropriate staff will provide the initial response to any allegations of child-on-child abuse by speaking with the victim/s and alleged perpetrator/s and make clear records of their conversations/investigations.
- 13.11 When an allegation of sexual violence or harassment is made the designated safeguarding lead (or deputy), will consider the following:
- informing parents or carers (unless this would put the victim at greater risk)
  - a referral to local authority children's social care if a child is at risk of harm, is in immediate danger, or has been harmed, and
  - when a report of rape, assault by penetration or sexual assault is made, this should be referred to the police.
- 13.12 When there has been a report of **sexual violence**, the designated safeguarding lead (or a deputy) will make an immediate risk and needs assessment.
- 13.13 When there has been a report of sexual harassment, the designated safeguarding lead will consider whether a risk assessment is required.
- 13.14 Risk assessments will be documented and kept under review.
- 13.15 The designated safeguarding lead (or a deputy) should engage with local authority children's social care and specialist services as required [5.31 Peer Abuse \(proceduresonline.com\)](#)
- 13.16 In cases of consensual and non-consensual sharing of nude and semi-nude images and/or videos, the key consideration is for staff not to view or forward such images of a child.
- 13.17 Staff should follow the following guidance: [Sharing nudes and semi-nudes: how to respond to an incident \(publishing.service.gov.uk\)](#)
- 13.18 The designated safeguarding lead will liaise with relevant staff and agencies to assess the level of support required for victim/s, alleged perpetrator/s and any other children affected. This may include:
- Internal pastoral support
  - Early Help Assessment/CAF
  - Referral to specialist services such as Local Authority children's social care.

## 14. Online Safety

- 14.1 It is essential that children are safeguarded from potentially harmful and inappropriate online material.
- 14.2 We recognise that there are unique risks associated with online safety and the designated safeguarding leads have the relevant knowledge and up to date capability required to manage such risks.
- 14.3 Through our broad and balanced curriculum, children are taught about safeguarding, including in relation to online safety.
- 14.4 Online safety is a running and interrelated theme in our whole school approach to safeguarding, including training for all staff.
- 14.5 There are effective mechanisms in place to identify, intervene in, and escalate any online safety concerns.
- 14.6 There is an effective E-Safety policy in place which outlines such mechanisms in greater detail.

## 15. Domestic Abuse

- 15.1 Children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members.
- 15.2 We recognise that experiencing domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children and therefore offer appropriate support to children and families who experience domestic abuse supported by Encompass.

## 16. Operation Encompass

- 16.1 Operation Encompass is a police and education early intervention safeguarding partnership which ensures that a child's school is informed that there has been an incident of domestic abuse to which the child or young person has been exposed.
- 16.2 When an Operation Encompass notification is received by DSL/DDSL it is transferred onto CPOMS, relevant pastoral team is alerted and any actions are recorded onto the log.
- 16.3 The DSL will conduct an individual assessment of the child's needs, and decide on any school routine modifications that need to be made.
- 16.4 If there are additional concerns around the child's safety and wellbeing due to being aware of previously unknown information, a referral to CADS will be made.

## 17. Honour Based Abuse

- 17.1 Honour based abuse (HBA) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing.  
[https://panlancashirescb.proceduresonline.com/chapters/p\\_honour\\_abuse.html](https://panlancashirescb.proceduresonline.com/chapters/p_honour_abuse.html)

## 18. Child Sexual Exploitation and Child Criminal Exploitation

- 18.1 CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator.  
[http://panlancashirescb.proceduresonline.com/chapters/p\\_child\\_sex\\_exp.html](http://panlancashirescb.proceduresonline.com/chapters/p_child_sex_exp.html)
- 18.2 CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity.  
[https://panlancashirescb.proceduresonline.com/chapters/p\\_ch\\_criminal\\_exp.html](https://panlancashirescb.proceduresonline.com/chapters/p_ch_criminal_exp.html)

### Child Sexual Exploitation (CSE)

- *“Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator.*
- *“The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.”*

(Working Together, DFE: 2017)

### Child Criminal Exploitation (CCE)

- *“Child criminal exploitation occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology”*

(Criminal exploitation of children and vulnerable adults: county lines, Home Office: 2018)

## 19.Prevent Duty

- 19.1 There is clear guidance for schools and childcare providers on “preventing” children and young people from being drawn into terrorism.
- 19.2 <https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>
- 19.3 Localised support including assemblies and workshops for children are provided by The Local Prevent Education Officer (Leanne Romney) and the Community Safety Team.
- 19.4 The attached Risk Assessment template and associated documents is used in school, with support from the Prevent Team as required, to assess and manage risks relating to radicalisation.

## 20.Safer Recruitment

- 20.1 School has in place robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying for or securing employment, or volunteering opportunities in our school.
- 20.2 School demonstrates its commitment to safeguarding throughout all its recruitment processes such as:
- Advert
  - Application form
  - Shortlisting
  - Checking employment history and references
  - Interview and selection
- 20.3 Appropriate pre-employment vetting and checks will be undertaken to help identify whether a person may be unsuitable from working with children or is legally prohibited.
- 20.4 All offers of appointment are conditional until satisfactory completion of the mandatory pre-employment checks. These are:
- 20.4..1 Verification of a candidate’s identity
  - 20.4..2 An enhanced DBS check (including children’s barred list information, for those who will be engaging in regulated activity with children)
  - 20.4..3 When using the DBS update service, the original physical DBS certificate will be checked
  - 20.4..4 Verification of the candidate’s mental and physical fitness to carry out their work responsibilities
  - 20.4..5 Verification of the person’s right to work in the UK, including EU nationals.

- 20.4..6 A prohibition from teaching check
- 20.4..7 Checks on people who have lived or worked outside the UK
- 20.4..8 A check of professional or essential qualifications
- 20.5 A single central record of pre-appointment checks is maintained.
- 20.6 The single central record includes all staff, including teacher trainees on salaried routes agency and third-party supply staff, even if they work for one day.
- 20.7 The single central record indicates when pre-employment checks have been carried out or certificates obtained, and the date on which each check was completed, or certificate obtained.
- 20.8 Written notification is obtained from any agency, or third party organisation, that they have carried out the checks on an individual who will be working at the school or college that the school or college would otherwise perform, including supply staff.
- 20.9 This written notification confirms the certificate has been obtained by either the employment business or another such business.
- 20.10 The date this confirmation was received and whether details of any enhanced DBS certificate have been provided in respect of the member of staff is included on the single central record.
- 20.11 Where the agency or organisation has obtained an enhanced DBS certificate which has disclosed any matter or information, a copy of the certificate is obtained from the agency.
- 20.12 The details of an individual are removed from the single central record once they no longer work at the school.
- 20.13 School do not keep copies of DBS certificates.
- 20.14 A copy of the other documents used to verify the successful candidate's identity, right to work and required qualifications is kept in an individual's personnel file.
- 20.15 We ensure that any contractor, or any employee of the contractor, who is to work at the school or college, has been subject to the appropriate level of DBS check.
- 20.16 The identity of contractors is checked on arrival at the school.
- 20.17 When applicants for initial teacher training are salaried by the school, we ensure that all necessary checks are carried out. This includes an enhanced DBS check with children's

barred list information when trainee teachers are engaging in regulated activity relating to children.

20.18 Assurances are obtained that the appropriate level of DBS check has been undertaken for visitors who attend school in a professional capacity. Their ID is checked upon arrival at school.

20.19 When such assurances cannot be obtained school will check the DBS certificate and corresponding ID.

20.20 Risk assessments are undertaken on all volunteers working at the school.

20.21 All governors have an appropriate level of DBS check.

20.22 New checks on existing staff will only be undertaken when:

- 20.22..1 an individual working at the school moves from a post that was not regulated activity with children into work which is considered to be regulated activity with children.
- 20.22..2 there has been a break in service of 12 weeks or more, or
- 20.22..3 there are concerns about an individual's suitability to work with children.

## 21. Safeguarding concerns and allegations made about staff

21.1 **An allegation that may meet the harm threshold** refers to anyone working in the school, including supply teachers, volunteers and contractors that has:

- 21.1..1.1 behaved in a way that has harmed a child, or may have harmed a child and/or
- 21.1..1.2 possibly committed a criminal offence against or related to a child, and/or
- 21.1..1.3 behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- 21.1..1.4 behaved or may have behaved in a way that indicates they may not be suitable to work with children.

21.2 When any such an allegation is made CSAP procedures will be followed. [6.4 Allegations Against Persons who Work with Children \(including Carers and Volunteers\) \(proceduresonline.com\)](#)

21.3 **A concern or allegation that does not meet the harm threshold (low-level concern)** refers to anyone working in the school, including supply teachers, volunteers and contractors that have acted in a way that:

- 21.3..1 is inconsistent with the staff code of conduct, including inappropriate conduct outside of work and
- 21.3..2 does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.

- 21.4 All staff are clear about what appropriate behaviour is and are confident in distinguishing expected and appropriate behaviour from inappropriate, problematic or concerning behaviour, in themselves and others.
- 21.5 All staff will report any low-level safeguarding concerns to the DSL or with the Headteacher.
- 21.6 Unprofessional behaviour is challenged, and support is given to the individual to correct it at an early stage.
- 21.7 Low-level concerns are managed sensitively and proportionately.
- 21.8 Low-level concerns can help identify any weakness in the school or colleges safeguarding system.
- 21.9 Employers of supply staff and contractors will be notified of any low-level concerns relating to their employees.
- 21.10 If there is any doubt as to whether a reported low-level concern meets the harm threshold, advice will be sought from the LADO.

## 22. Associated and related policies

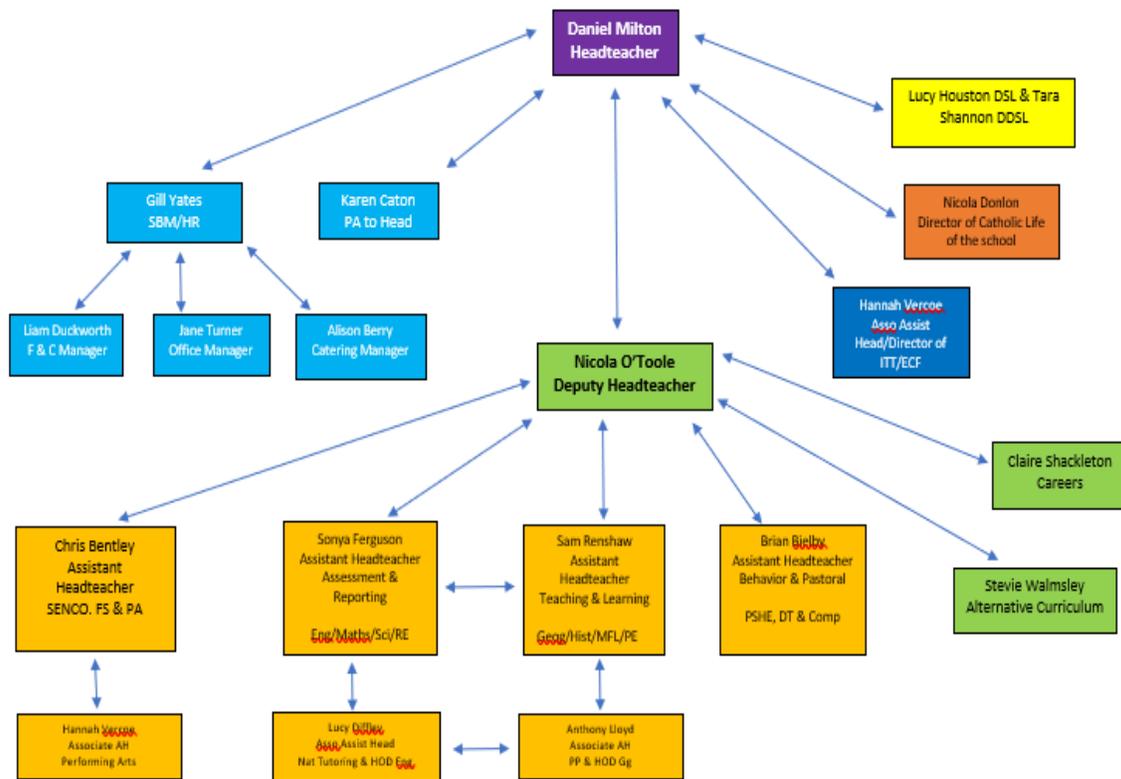
### Code of Conduct

- Health and Safety
- Complaints procedure
- Staff Code of Conduct
- Anti-bullying
- E safety
- School attendance
- Whistleblowing
- Behaviour
- PREVENT
- SEND
- Safer recruitment
- Managing allegations
- Grievance and disciplinary
- Educational Visits
- Data Protection

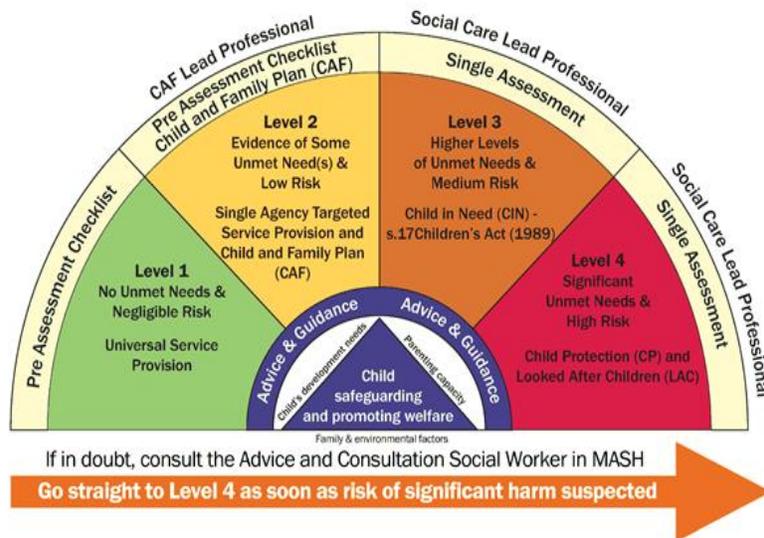
## Appendix A

### Organisation Structure

**Organisation chart: SLT, Safeguarding, External provision and Middle Leadership**



## Appendix B



The Pan-Lancashire Children's Continuum of Need and Response (CoNR) Framework is a guidance tool to assist all those whose work brings them into contact with children, young people and their families (including the unborn child) to identify the level of help and protection required to ensure children grow up in circumstances that achieve their best outcomes.

Each local authority area covered by Working Well with Children and Families in Lancashire has its own Part 3 which sets out local services and how these can be accessed. All of the documents can be accessed here:

[https://panlancshirescb.proceduresonline.com/chapters/p\\_work\\_well\\_chfam.html](https://panlancshirescb.proceduresonline.com/chapters/p_work_well_chfam.html)

## Appendix C

### Blackburn with Darwen Children's services Risk Management Model

#### Underlying Risk Factors

Those elements that are often present in risk situations but which do not, of themselves, constitute a risk:

- Poverty
- Poor housing
- Lack of support network / isolation
- Experiences of poor parenting
- Low educational attainment
- Physical /learning disability ( adult/ Child)
- Mental health difficulties (adult / child)
- Drug and alcohol use/misuse
- Victimisation from abuse /neglect
- Discorded / discordant relationships
- Previous history of offending
- Rejecting/antagonistic to professional support
- Behavioural /emotional difficulties in parent
- Behavioural /emotional difficulties in child
- Young, inexperienced parent
- Physical ill health ( adult/child)
- Unresolved loss of grief.

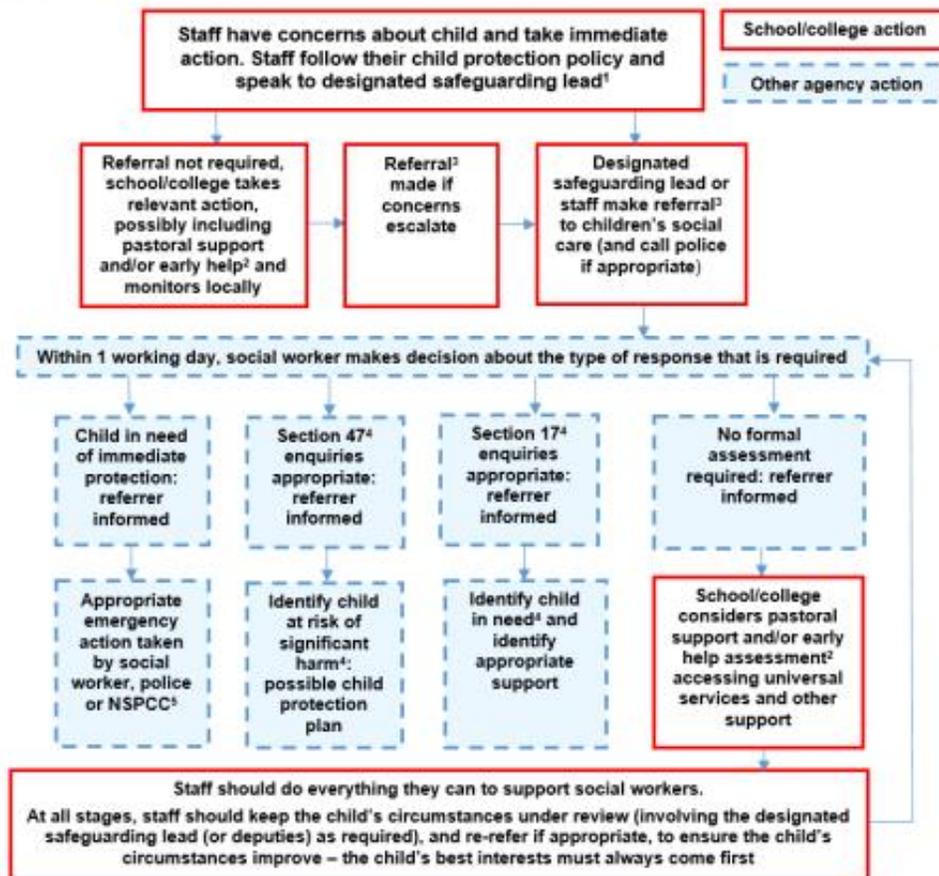
#### High Risk Indicators

Those elements which, by their presence, do constitute a risk:

- Previous involvement in child physical and sexual abuse and or neglect.
- History of being significantly harmed through neglect as a child
- Seriousness of abuse ( and impact on the child)
- Age of the child (particularly if less than three years old)
- Incidence of abuse ( how much abuse over how long a period of time
- Record of previous violent offending ( against both children and adults)
- Older child removed or relinquished
- Unexplained bruising ( particularly in pre mobile children
- Uncontrolled mental health difficulties (including periods of hospitalisation)
- Personality disorders
- Chaotic drug/alcohol misuse
- Denial /failure to accept responsibility for abuse or neglect
- Unwillingness / inability to put the child's needs first and take protective action.
- Cognitive distortions about the use of violence and appropriate sexual behaviour
- Inability to keep self safe
- Unrealistic, age inappropriate expectations of the child.

## Appendix D

### Actions where there are concerns about a child



<sup>1</sup> In cases which also involve a concern or an allegation of abuse against a staff member, see Part Four of this guidance.

<sup>2</sup> Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. Chapter one of [Working Together to Safeguard Children](#) provides detailed guidance on the early help process.

<sup>3</sup> Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of [Working Together to Safeguard Children](#).

<sup>4</sup> Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Chapter one of [Working Together to Safeguard Children](#).

<sup>5</sup> This could include applying for an Emergency Protection Order (EPO).